

**CITY OF ELKHORN**  
**Finance & Judicial Committee**  
**First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin**  
**December 2, 2013**

The Finance and Judicial Committee was called to order at 5:00 p.m. by Alderman McClory, followed by roll call.

**ROLL CALL**

Present: Aldermen Scott McClory, Hoss Rehberg

Also present: Alderman Brian Olson, Alderman Gary Payson, Administrator Sam Tapson, Finance Director Mary Hinske, City Clerk Darlene Igl, Police Chief Joel Christensen, Fire Chief Rod Smith, Electric Utility Director John Murphy, Library Director Lisa Selje

**WAGE & SALARY PLAN IMPLEMENTATION**

Administrator Tapson stated that a decision whether any positions would be "red-circled" was needed. It was stated that employees in those positions could receive a performance bonus at their anniversary date which would not be added to base pay.

It was clarified that the Committee had recommended a 1 ½% across the board increase for 2014 with up to an additional 1% performance based increase. It was stated that any pay increases in 2015 would be strictly based on performance. The Committee agreed to hold off on recommending approval of the wage & salary plan and will discuss further at the next meeting.

It was stated that Electric Utility Director Murphy recommended pay increases for the lineman and lead lineman that would cost approximately \$15,000 to implement (\$9,400 net).

After discussion, it was agreed to hold a joint meeting of the Human Resource Committee and the Finance & Judicial Committee on Dec. 9 at 5:00 p.m.

**ADJOURNMENT**

Motion (Rehberg/McClory) to adjourn at 5:30 p.m. Motion carried.

Darlene Igl  
City Clerk